

County Improvement Plan (CIP)

County Name: Wyoming

Date of Plan: September 11, 2013

Initial

Update

Instructions: *Please refer to Section XIX of the Quality Service Review Manual for further assistance in developing the County Improvement Plan (CIP).*

Section I. Team Members *(List the members of the Sponsor Team and members of the Implementation Team(s) and identify co-chairs with an asterisk, if applicable):*

Patricia Skrynski, Director

Howard Heise, CW Supervisor

Consultation and guidance provided by Gene Caprio, CWRC

Section II. Background and Development of the Desired Future State including Priority Outcomes *(Provide a detailed narrative about the process that was implemented during the development of the CIP. Who was involved? What data was reviewed? How did you analyze your data? How were the outcomes determined and prioritized? List and describe the overarching outcomes that were identified. NOTE: Outcomes can be limited to approximately two to four priority areas.)*

- **Outcome # 1:**

To improve the agencies ability to use a team approach to casework practice when working with families. This outcome was chosen because many of the elements from our second QSR that scored in the unacceptable range revolved around the idea of teaming. The unacceptable scores are: Assessment and Understanding for mothers was 50% and for fathers was 60%. Involving the family in the planning process was 50% for mothers and 80% for fathers. Engaging fathers was 80% and role and voice for fathers was 60% unacceptable. Team meetings would allow for the opportunity for all parties to be heard and to gain a better understanding of their strengths and weaknesses and the steps necessary to achieve safe case closure.

- **Outcome # 2:**

To provide permanency for children in out of home placements within 18 months of removal. This outcome was chosen for the second year. For fiscal year 12-13 we concentrated on providing permanency for children in out of home care by 24 months. To improve on this the agency has shortened the timeframe to 18 months. The results of the June 2013 QSR showed that the efforts to timely permanency was for efforts 40% unacceptable and 60% acceptable and for timeliness was 67% unacceptable and 33% acceptable. The Hornby Zeller data going back to 2008 showed 7 children in care after 24 months with 0.000% permanency. By March 2012 the agency had improved to 6 children in care over 24 months with 5 achieving permanency or 83.33%.

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Section III. Plan Strategies and Action Steps to be Implemented and Monitored

(The purpose of the plan is to remind leadership and work team(s) of commitments made, track accountability, and monitor progress. There are essentially three types of continuous improvement planning – quick wins, which can start being identified and implemented as gaps are being identified, mid-term improvement planning, and longer term improvement planning.)

Outcome # 1: To improve the agencies ability to use a team approach to casework practice when working with families.								
STRATEGIES¹	ACTION STEPS²	INDICATORS/ BENCHMARKS³	EVIDENCE OF COMPLETION⁴	PERSON(S) RESPONSIBLE⁵	TIMEFRAME⁶	RESOURCES NEEDED⁷	STATUS⁸	MONITORING⁹
To improve casework practice to include using a team concept.	To have Family Engagement training	The Caseworker Supervisor will be able to observe caseworkers putting the team approach into action.	More team meetings will be held at the agency. Families will be more aware of their needs and strengths and what is expected of them for safe case closure.	CWRC for the training, Caseworker Supervisor for overseeing the caseworkers practice.	Hold the training as soon as it can be arranged with the CWRC	Time and a place for the training	Waiting for the training	Director will monitor this.
		To use the Family Service Plan as a working tool	During supervision the supervisor and the caseworker will discuss the progress made with the family as it relates to the FSP	Supervisor and Caseworkers	Immediately	May need extra time for supervision	Active	Supervisor will monitor and discuss with Director as needed
		To hold a team meeting within 60 days of accepting the case for service.	Supervisor will be at the team meeting and document it contents	Caseworkers to arrange and supervisor input	Begin will al cases opened after November 1, 2013	Space is available at the office and time for making arrangements and holding the meeting	To begin November 1. 2013	Supervisor will monitor this with input from the Director as needed

Outcome # 2: To provide permanency for children in out of home placements within 18 months of removal								
STRATEGIES¹	ACTION STEPS²	INDICATORS/ BENCHMARKS³	EVIDENCE OF COMPLETION⁴	PERSON(S) RESPONSIBLE⁵	TIMEFRAME⁶	RESOURCES NEEDED⁷	STATUS⁸	MONITORING⁹
Place children with a family from the start that would be permanent.	Training on Family Finding	Children will be placed with a family that could be permanent from day one, either kinship or foster care.	Training has been completed and children are placed in permanent homes.	CWRC for the training and the agency for placements	Hold the training in January 2014	Coordinate with another surrounding county to offer joint training for all staff.	Training to be held in 2014	Director will monitor this.

Month and Year for the next state-supported Quality Service Review: June 2014

State-supported QSR must occur at least every 3 years, but frequency cannot occur more than once every year.